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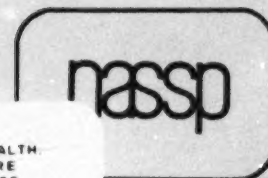
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ABSTRACT

The statistical data included in this report was collected from a survey of 1,052 school districts, all of which enroll at least 300 pupils. The data indicate national trends in paid vacation and leave policies, retirement plans, insurance benefits, severance pay, and school district payment of membership dues for principals, assistant principals, and other school administrators. The data are displayed according to school district enrollment, and statistical tables include the total percentage of districts responding in each category. The data were drawn from a 1975-76 Educational Research Service survey. (DS)

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Fringe Benefits for Principals, Assistant Principals & Other Administrators

Since compensation through a comprehensive fringe benefits package has become a major component in any school administrator's remuneration, NASSP's Status and Welfare Committee felt that each member of NASSP should have access to pertinent fringe benefit data relating to the principalship. As a means of accomplishing that objective, this report has been prepared with information from tables contained in Part II of the *ERS National Survey of Fringe Benefits for Professional Personnel in Public Schools, 1975-76*.

From a random sample of school systems enrolling 300 or more pupils, responses from 1,052 districts were summarized (rounded to the nearest percent); however, caution should always be used in drawing inferences from such data because of the sampling variance associated with studies of this type. The information contained in this AIR covers the following categories:

1. Paid Vacation and Sick Leave Provisions
2. Paid Emergency and/or Personal, Religious, and Sabbatical Leave
3. Retirement Plans for Administrators
4. Group Insurance Benefits (Portion of Premium Paid by District)
5. Organizational Membership Dues Paid by District
6. Severance Pay Provisions for Administrators.

This special AIR publication is being sent to all current NASSP members. Additional copies can be obtained from the NASSP, Office of Professional Assistance, 1904 Association Drive, Reston, Va. 22091, at a cost of 50 cents per copy. (Payment must accompany orders of less than \$10.) The complete three-part report on fringe benefits for superintendents, administrators, and teachers can be ordered from Educational Research Service, Inc., 1815 No. Fort Myer Drive, Arlington, Va. 22209, priced at \$25 (half-price to subscribers), and at the price of \$10 for each volume if purchased separately.

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1. PAID VACATION AND SICK LEAVE FOR PRINCIPALS, ASSISTANT PRINCIPALS,
AND OTHER ADMINISTRATORS/SUPERVISORS BY ENROLLMENT GROUP, 1975-76

	Percent of Responding School Systems in District Enrollment Group				Percent of Total Systems Reporting
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	
VACATION LEAVE					
Number of Days Per Year:					
None	9.2	15.6	18.9	40.0	20.1
Fewer than 10 days	...	.8	.9	4.3	1.4
10 to 14 days	16.0	9.9	15.3	12.4	12.9
15 to 19 days	19.1	15.6	11.8	5.7	12.8
20 to 24 days	47.3	46.5	41.0	23.3	40.2
25 to 29 days	6.1	5.9	5.6	1.4	4.9
30 or more days	...	2.7	4.4	9.0	4.2
Unlimited	...	...	...	...	...
No data	2.3	3.0	2.1	3.8	2.8
Total Districts Responding	131	372	339	210	1052
Mean number of days	19	19	19	18	19
Range - Low	10	4	4	1	1
High	27	40	35	40	40
Maximum Number of Days of Accumulation (Carry-over):					
None	37.8	42.0	56.7	56.0	48.4
Fewer than 10 days	1.7	2.2	1.5	3.2	2.0
10 to 19 days	10.1	8.9	10.2	9.6	9.6
20 to 29 days	12.6	15.0	13.1	10.4	13.3
30 or more days *	34.5	24.8	13.5	10.4	20.3
Unlimited	2.5	2.5	1.8	1.6	2.2
No data	.8	4.5	3.3	8.8	4.2
Total Districts Responding	119	314	275	125	833
Mean number of days **	31	28	25	24	27

* But not unlimited.

** For systems that specify a definite number of days. Systems that grant an unlimited number of days or permit no accumulation are excluded from means.

*Percent of Responding School Systems
in District Enrollment Group*

<u>25,000 or more</u>	<u>10,000 to 24,999</u>	<u>2,500 to 9,999</u>	<u>300 to 2,499</u>	<u>Percent of Total Systems Reporting</u>
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SICK LEAVE

Number of Days Per Year:

None	1.5	.3	...	.5	.4
Fewer than 10 days	3.1	7.0	8.6	12.4	8.1
10 to 19 days	89.3	83.6	85.8	83.3	85.0
20 to 29 days	3.8	2.2	1.5	1.4	2.0
30 to 39 days	...	.8	.6	1.0	.7
40 to 49 days	...	...	...	...	...
50 or more days *	...	.5	...	...	.2
Unlimited	...	.8	.9	...	.6
No data	2.3	4.8	2.7	1.4	3.1
<i>Total Districts Responding</i>	131	372	339	210	1052
<i>Mean number of days **</i>	13	13	12	12	12

*Maximum Number of Days of
Accumulation (Carry-over):*

None	1.6	1.6	.3	1.0	1.1
Fewer than 20 days	.8	.5	.9	.5	.7
20 to 29 days	.8	1.1	1.8	1.9	1.4
30 to 49 days	...	1.4	1.8	9.1	2.9
50 to 69 days	2.3	1.6	4.1	6.6	3.9
70 to 99 days	9.3	4.9	9.7	18.2	9.7
100 to 199 days	17.8	21.7	28.6	36.8	26.5
200 to 299 days	10.9	7.3	4.7	1.4	5.7
300 to 399 days	.8	...	...	...	.1
400 or more days *	...	...	.3	...	.1
Unlimited	55.0	57.7	47.2	21.1	46.7
No data	.8	2.2	.6	1.4	1.3
<i>Total Districts Responding</i>	129	369	339	209	1046
<i>Mean number of days **</i>	149	143	129	101	126

* But not unlimited.

** For systems that specify a definite number of days. Systems that grant an unlimited number of days or permit no accumulation are excluded from means.

2. PAID EMERGENCY AND/OR PERSONAL, RELIGIOUS, AND SABBATICAL LEAVE FOR PRINCIPALS, ASSISTANT PRINCIPALS, AND OTHER ADMINISTRATORS/SUPERVISORS BY ENROLLMENT, 1975-76

	Percent of Responding School Systems in District Enrollment Group				Percent of Total Systems Reporting
EMERGENCY AND/OR PERSONAL LEAVE	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	
Number of Days Per Year:					
None	9.2	11.8	6.8	11.9	9.9
1 day	6.1	4.8	5.0	9.0	5.9
2 days	26.0	26.9	39.3	43.3	34.1
3 days	22.1	21.2	20.4	10.5	18.9
4 days	4.6	3.8	2.4	2.9	3.2
5 days	7.6	6.5	8.0	8.6	7.5
6 days or more *	19.1	18.8	9.8	8.1	13.8
Unlimited	1.5	1.6	3.3	1.4	2.1
No data	3.8	4.6	5.0	4.3	4.6
Total Districts Responding	131	372	339	210	1052
Mean Number of days **	4	4	3	3	3
Are days charged to sick leave?					
Yes	49.6	42.7	25.0	21.1	33.4
No	49.6	53.7	71.2	75.1	63.2
No data	.8	3.7	3.8	3.8	3.4
Total Districts Responding	119	328	316	185	948
RELIGIOUS LEAVE					
Number of Days Per Year:					
None	61.8	69.9	79.0	91.0	76.0
1 day	3.8	1.6	1.5	1.4	1.8
2 days	14.5	9.1	3.8	3.8	7.0
3 days	9.9	6.2	4.7	1.0	5.1
4 days	...	.5	.3	...	.3
5 days	1.5	.5	1.2	.5	.9
6 days or more *	2.3	1.6	.3	...	1.0
Unlimited	...	1.3	1.8	...	1.0
No data	6.1	9.1	7.4	2.4	6.9
Total Districts Responding	131	372	339	210	1052
Mean number of days **	3	3	3	2	3
Are days charged to sick leave?					
Yes	40.8	38.1	19.7	13.8	31.7
No	55.1	58.4	74.6	73.7	63.5
No data	4.1	3.5	5.6	10.5	4.8
Total Districts Responding	49	113	71	19	252

* But not unlimited.

** For systems that specify a definite number of days. Systems that grant an unlimited number of days or permit no accumulation are excluded from means.

SABBATICAL LEAVE	Percent of Responding School Systems in District Enrollment Group				Percent of Total Systems Reporting
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	
Maximum Time Granted:					
None	33.6	33.1	46.3	72.4	45.2
1 semester	1.5	.3	.3	1.0	.6
2 semesters	26.0	22.8	15.9	7.6	18.0
1 calendar year	35.1	41.7	35.4	18.1	34.1
Other	1.5	1.6	1.5	.5	1.3
No data	2.3	.5	.6	.5	.8
Total Districts Responding	131	372	339	210	1052
Portion of Salary Paid by Board of Education:					
None	9.2	8.4	16.5	32.8	13.5
Less than half	4.6	1.2	2.7	...	2.1
One half	60.9	61.0	56.6	44.8	58.0
Over half, but not all	9.2	15.3	12.6	10.3	13.0
Full salary	3.4	3.6	4.9	1.7	3.8
Full salary, less cost of substitute	6.9	5.6	3.8	5.2	5.2
Other	5.7	4.0	2.2	1.7	3.5
No data	...	.8	.5	3.4	.9
Total Districts Responding	87	249	182	58	576

3. RETIREMENT PLANS FOR PRINCIPALS, ASSISTANT PRINCIPALS,
AND OTHER ADMINISTRATORS/SUPERVISORS BY ENROLLMENT, 1975-75

RETIREMENT PROVISION	Percent of Responding School Systems in District Enrollment Group				Percent of Total Systems Reporting
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	
State Retirement System	100.0	100.0	100.0	100.0	100.0
Local Retirement System	7.6	3.8	.9	1.0	2.8
Covered by Social Security	61.1	55.4	62.5	62.4	59.8
<i>Total Districts Responding</i>	131	372	339	210	1052

4. GROUP INSURANCE PROVISIONS FOR PRINCIPALS, ASSISTANT PRINCIPALS,
AND OTHER ADMINISTRATORS/SUPERVISORS BY ENROLLMENT, 1975-76 *

Portion of Premium Paid by District	Percent of Responding School Systems in District Enrollment Group				Percent of Total Systems Reporting
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	
GROUP HOSPITALIZATION					
Single Coverage:					
None	7.9	8.4	10.4	16.3	10.6
Less than half	8.7	3.3	2.7	3.3	3.8
One half	2.4	3.1	6.9	4.3	4.5
Over half, but not all	17.3	15.9	16.4	14.4	15.9
All	63.8	68.0	63.0	61.2	64.5
No data	...	1.4	.6	.5	.8
Family Coverage:					
None	36.2	23.2	22.4	31.6	26.2
Less than half	14.2	8.1	4.8	8.1	7.8
One half	3.9	4.2	8.4	5.7	5.8
Over half, but not all	18.9	20.4	19.7	15.8	19.0
All	24.4	39.1	43.0	35.4	37.8
No data	2.4	5.0	1.8	3.3	3.3
Total Districts Responding	127	359	335	209	1030
MAJOR MEDICAL and/or SURGICAL PLAN					
Single Coverage:					
None	9.4	9.5	11.3	17.7	11.7
Less than half	9.4	2.2	2.7	2.9	3.4
One half	2.4	2.8	7.2	3.8	4.4
Over half, but not all	15.7	15.9	16.1	13.9	15.5
All	63.0	67.7	61.8	60.3	63.7
No data	...	1.9	.9	1.4	1.3
Family Coverage:					
None	35.4	24.0	23.0	32.5	26.8
Less than half	14.2	6.7	3.9	7.2	6.8
One half	3.9	3.9	8.4	4.8	5.5
Over half, but not all	18.9	19.8	20.0	14.8	18.7
All	25.2	40.1	42.7	35.9	38.3
No data	2.4	5.6	2.1	4.8	3.9
Total Districts Responding	127	359	335	209	1030

* Figures do not include the provision of "cafeteria plans" for selection of group insurance coverage provided by a few districts.

<i>Portion of Premium Paid by District</i>	<i>Percent of Responding School Systems in District Enrollment Group</i>				<i>Percent of Total Systems Reporting</i>
	<i>25,000 or more</i>	<i>10,000 to 24,999</i>	<i>2,500 to 9,999</i>	<i>300 to 2,499</i>	
DENTAL CARE					
<i>Single Coverage:</i>					
None	74.8	65.8	74.3	86.1	73.8
Less than half	...	.6	.6	1.9	.8
One half	...	.3	1.5	.5	.7
Over half, but not all	3.9	5.6	1.8	1.4	3.3
All	21.3	25.3	19.7	9.1	19.7
No data	...	2.5	2.1	1.0	1.7
<i>Family Coverage:</i>					
None	78.7	72.7	81.2	88.0	79.3
Less than half	.8	.6	.6	1.4	.8
One half	.8	.6	.9	.5	.7
Over half, but not all	3.9	5.3	2.7	2.4	3.7
All	11.8	17.5	11.9	6.2	12.7
No data	3.9	3.3	2.7	1.4	2.8
<i>Total Districts Responding</i>	127	359	335	209	1030
GROUP LIFE INSURANCE					
None	18.1	26.7	35.5	51.2	33.5
Less than half	10.2	2.5	1.5	1.4	2.9
One half	1.6	3.6	5.4	2.9	3.8
Over half, but not all	9.4	6.1	5.7	4.3	6.0
All	55.1	53.8	46.9	30.6	47.0
No data	5.5	7.2	5.1	9.6	6.8
<i>Total Districts Responding</i>	127	359	335	209	1030

5. MEMBERSHIP DUES PAID BY DISTRICT FOR PRINCIPALS, ASSISTANT PRINCIPALS, AND OTHER ADMINISTRATORS/SUPERVISORS BY ENROLLMENT, 1975-76

<u>Dues Payment Provisions</u>	<u>Percent of Responding School Systems in District Enrollment Group</u>				<u>Percent of Total Systems Reporting</u>
	<u>25,000 or more</u>	<u>10,000 to 24,999</u>	<u>2,500 to 9,999</u>	<u>300 to 2,499</u>	
Dues paid by district for one or more groups	8.4	13.2	20.4	26.7	17.6
No dues paid by district	87.8	84.1	77.0	71.9	79.8
No data	3.8	2.7	2.7	1.4	2.6
<i>Total Districts Responding</i>	131	372	339	210	1052
Fixed dollar limit for each year *	54.5	48.1	69.7	52.9	58.5
Limited to fixed number of organizations *	54.5	33.3	48.5	23.5	39.0
Other	45.4	51.9	30.3	47.1	41.5
<i>Total Districts Responding</i>	11	49	69	56	185

* Includes systems with a limitation that combines a dollar amount and a fixed number of organizations.

6. SEVERANCE PAY PROVISIONS FOR PRINCIPALS, ASSISTANT PRINCIPALS,
AND OTHER ADMINISTRATORS/SUPERVISORS BY ENROLLMENT, 1975-76

SEVERANCE PAY PROVISIONS	Percent of Responding School Systems in District Enrollment Group				Percent of Total Systems Reporting
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	
Severance pay provided	35.1	37.1	30.7	16.7	30.7
No severance pay provided	63.4	62.4	69.0	82.4	68.6
No data	1.5	.5	.3	1.0	.7
Total Districts Responding	131	372	339	210	1052

BASIS FOR SEVERANCE PAYMENTS AT SEPARATION FROM SCHOOL SYSTEM

<u>Basis for Computation of Severance Payments</u>	<u>Number of Reporting Systems</u>	<u>Percent of Total Systems Reporting</u>
Based on accumulated sick leave	213	65.7
Based on number of years of service	40	12.4
Based on combination of sick leave and number of years of service	61	18.8
Based on annual (vacation) leave	7	2.2
Basis not stated	3	.9
Total Districts Responding	324	100.0

BASIS FOR DETERMINATION OF ELIGIBILITY FOR SEVERANCE PAYMENTS

<u>Eligibility Basis for Severance Payments</u>	<u>Number of Reporting Systems</u>	<u>Percent of Total Systems Reporting</u>
Paid only at retirement	154	47.5
Paid only at resignation	8	2.5
Paid only at death	5	1.5
Paid at resignation, death, or retirement	27	8.3
Paid at death or retirement	74	22.8
Paid at resignation or retirement	9	2.8
Basis for payment not stated	47	14.5
Total Districts Responding	324	99.9